

CASE NO. 16-2297 [Consolidated with 16-3162 and 16-3271]**UNITED STATES COURT OF APPEALS****FOR THE SEVENTH CIRCUIT**

<p>COMMITTEE TO PRESERVE THE RELIGIOUS RIGHT TO ORGANIZE,</p> <p>Petitioner,</p> <p>No. 16-2297 v.</p> <p>NATIONAL LABOR RELATIONS BOARD,</p> <p>Respondent,</p> <p>and</p> <p>HOBBY LOBBY STORES, INC.,</p> <p>Intervening Respondent.</p>	<p>Petition for Review of an Order of the National Labor Relations Board</p> <p>No. 20-CA-139745</p>
<p>HOBBY LOBBY STORES, INC.,</p> <p>Petitioner,</p> <p>No. 16-3162 v.</p> <p>COMMITTEE TO PRESERVE THE RELIGIOUS RIGHT TO ORGANIZE,</p> <p>Intervening Respondent,</p> <p>and</p> <p>NATIONAL LABOR RELATIONS BOARD,</p> <p>Respondent.</p>	<p>Petition for Review of an Order of the National Labor Relations Board</p> <p>No. 20-CA-139745</p>

<p>NATIONAL LABOR RELATIONS BOARD,</p> <p>Petitioner,</p> <p>No. 16-3271 v.</p> <p>HOBBY LOBBY STORES, INC.,</p> <p>Respondent,</p> <p>and</p> <p>COMMITTEE TO PRESERVE THE RELIGIOUS RIGHT TO ORGANIZE,</p> <p>Intervening Petitioner,</p>	<p>Petition for Review of an Order of the National Labor Relations Board</p> <p>No. 20-CA-139745</p>
---	--

APPEAL OF DECISIONS OF NATIONAL LABOR RELATIONS BOARD
363 NLRB No. 195, 20-CA-139745

PETITIONER, INTEVENING RESPONDENT AND INTERVENING PETITIONER
COMMITTEE TO PRESERVE THE RELIGIOUS RIGHT TO ORGANIZE'S
REQUEST FOR JUDICIAL NOTICE

DAVID A. ROSENFELD, Bar No. 058163
WEINBERG, ROGER & ROSENFELD
A Professional Corporation
1001 Marina Village Parkway, Suite 200
Alameda, California 94501
Telephone: (510) 337-1001
Fax: (510) 337-1023
E-Mail: drosenfeld@unioncounsel.net

Attorneys for Petitioner, Intervening Respondent and Intervening Petitioner,
COMMITTEE TO PRESERVE THE RELIGIOUS RIGHT TO ORGANIZE

Request is hereby made that this Court grant judicial notice of the attached letter confirming that Hobby Lobby Stores, Inc. settled a related charge involving unlawful rules that are at issue in this case and are contained in the employee handbooks.. See the Docket at <https://www.nlr.gov/case/20-CA-154286> and <https://www.nlr.gov/case/20-CA-160237>. Federal Rule of Evidence 201.

Dated: December 19 ,2016

WEINBERG, ROGER & ROSENFELD
A Professional Corporation

By: /s/ David A. Rosenfeld
DAVID A. ROSENFELD

Attorneys for COMMITTEE TO PRESERVE
THE RELIGIOUS RIGHT TO ORGANIZE

141398\893405



REGION 20
901 Market Street, Suite 400
San Francisco, CA 94103-1738

Agency Website: www.nlrb.gov
Telephone: (415)356-5130
Fax: (415)356-5156

Agent's Direct Dial: (628)221-8875

November 29, 2016

RECEIVED

DEC 02 2016

WR & R

Frank Birchfield, ESQ.
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
1745 Broadway Fl 22
New York, NY 10019-4640

Re: Hobby Lobby Stores, Inc.
Case 20-CA-154286

Hobby Lobby Stores, Inc.
Case 20-CA-160237

Dear Mr. Birchfield:

Enclosed is a conformed copy of the Settlement Agreement in the above matter which was approved on August 22, 2016. Because no appeal of that approval was filed, the Settlement Agreement is in effect and has been assigned to me to secure compliance. This letter discusses what the Employer needs to do to comply with the Agreement.

Post Notice: 750 copies of the Notice to Employees will be sent directly to you from the FedEx office where they were duplicated. In compliance with the Agreement, a responsible official of the Employer, not the Employer's attorney, must sign and date the Notices before posting them. The Notices should be posted in all locations set out in Appendix A to the settlement agreement and any other locations where notices are customarily posted for 60 consecutive days at the Employer's places of business. The Employer must take reasonable steps to ensure that the Notices are not altered, defaced or covered by other material. If additional Notices are required, please let me know. During the posting period, members of the NLRB staff may visit the Employer's facilities to inspect the Notices.

Certification of Compliance: Certification of Compliance forms are also enclosed. Certification of Compliance Part One should be completed and returned by not later than December 20, 2016 with one signed and dated original Notices. As we discussed, there can be a single Certification of Posting signed by an employer representative who is responsible for certifying that the notices were properly posted at all locations. This Certification should include the location and date of posting. You do not have to use the form we provide. The Certification of Compliance Part Two should be completed and returned by not later than December 20, 2016.. If the Certifications of Compliance and signed Notice are returned via e-file or e-mail, no hard copies of the Certifications of Compliance or Notice are required.

Remedial Actions:

Please read all the terms of the Settlement Agreement and Notice carefully, as the Employer will be expected to comply with all such provisions. If you have any questions or if I can assist you, please let me know.

Closing the Case: When all the affirmative terms of the Settlement Agreement have been fully complied with and there are no reported violations of its negative terms, you will be notified that the case has been closed on compliance. Timely receipt of the signed and dated Notice to Employees and the Certifications of Compliance will assist the Region in closing the case in a timely manner.

Very truly yours,



KAREN K. THOMPSON
Compliance Officer

Enclosures: Copy of Conformed Settlement Agreement

Certifications of Compliance

cc: David A. Rosenfeld, Attorney at Law
Weinberg, Roger & Rosenfeld
1001 Marina Village Parkway, Suite 200
Alameda, CA 94501-6430

NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

Hobby Lobby Stores, Inc.

Cases 20-CA-154286

20-CA-160237

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

NATIONWIDE POSTING OF NOTICE — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then sign and date those Notices and immediately post them in conspicuous places, including all places where notices to employees are customarily posted, at the locations listed in Appendix A attached hereto. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting.

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case(s), including the alleged unlawful portions of the rules listed in Appendix B attached hereto, and all allegations covered by the attached Notice to Employees made part of this agreement, and does not settle any other case(s) or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes _____
Initials

No _____
Initials

PERFORMANCE — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does

not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director. Case No. 22-91 Document 35 Filed 12/19/16 Page 34

The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will reissue the Complaint previously issued on October 29, 2015 in the instant case(s). Thereafter, the General Counsel may file a Motion for Default Judgment with the Board on the allegations of the Complaint. The Charged Party understands and agrees that all of the allegations of the aforementioned Complaint will be deemed admitted and that its Answer to such complaint will be considered withdrawn. The only issue that may be raised before the Board is whether the Charged Party defaulted on the terms of this Settlement Agreement. The Board may then, without necessity of trial or any other proceeding, find all allegations of the Complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Board may then issue an Order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board Order ex parte, after service or attempted service upon Charged Party/Respondent at the last address provided to the General Counsel.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party Hobby Lobby Stores, Inc.		Charging Party The Committee to Preserve the Religious Right to Organize	
By: Name and Title	Date	By: Name and Title	Date
/s/ Frank Birchfield	5/27/16		
Recommended By:	Date	Approved By:	Date
/s/ Sarah McBride Field Attorney	8/12/16	/s/ JF Frankl Regional Director, Region 20	8/22/16

APPENDIX A

Hobby Lobby Stores, Inc. - Retail Stores

<u>Store No.</u>	<u>Address</u>
1	3160 S. Broadway Edmond, OK 73013
2	6104 W. Reno Ave. Oklahoma City, OK 73127
3	9717 E. 71st Street Tulsa, OK 74133
4	1401 Gateway Plaza Midwest City, OK 73110
5	521 N. Perkins Rd Stillwater, OK 74075
6	2224 E. Shawnee Bypass Muskogee, OK 74403
7	2213 W. I-240 Service Road Oklahoma City, OK 73159
8	610 S. Cleveland Suite 312 Enid, OK 73703
9	2425 North Greenwich Road Wichita, KS 67226
10	2350-A E. Lohman Las Cruces, NM 88001
11	3132 E. 51st St. S., Suite B Tulsa, OK 74105
12	20091 Gulf Freeway Webster, TX 77598
13	2904 North 14th St Ponca City, OK 74601
14	4701 J.F.K. Blvd North Little Rock, AR 72116
15	2417 W. Main St. Norman, OK 73069
16	665 N. Ridge Rd. Wichita, KS 67212
17	14400 E. Alameda Ave Aurora, CO 80012
18	550 Thornton Parkway Thornton, CO 80229
19	6950 N. Academy Blvd. Colorado Springs, CO 80918
20	7104 W. 119th St. Overland Park, KS 66213
21	1345 S. Boulder Rd. Louisville, CO 80027
22	6130 N.W. Barry Road Kansas City, MO 64154
23	3133 N. Garfield Ave. Loveland, CO 80538
24	1417 N Belt Highway St. Joseph, MO 64506
25	9002 N. 121st E. Ave. Suite 100 Owasso, OK 74055
26	1801 W. 23rd Street Lawrence, KS 66046
27	525 S 8th St. Colorado Springs, CO 80905
28	36 N Sheridan Rd Lawton, OK 73505
29	500 N W State Rt 7 Blue Springs, MO 64014
30	7815 Wadsworth Arvada, CO 80003
31	1909 ESE Loop 323 Tyler, TX 75701

32 1535 Battlefield Road Springfield, MO 65804
33 3318 Bell St. Amarillo, TX 79106
34 800 S. Hover Longmont, CO 80501
35 5244 W. Sunset Springdale, AR 72762
36 305-A W Loop 281 Longview, TX 75605
37 9600 S. IH-35 Suite L Austin, TX 78748
38 4887 S. Wadsworth Way Ste 100 Littleton, CO 80123
39 2805 Southwest Pkwy. Wichita Falls, TX 76308
40 150 E Oak St Conway, AR 72032
41 564 SE Washington Blvd. Bartlesville, OK 74006
42 3800 Broadway Quincy, IL 62305
43 110 Beckley Crossing #7100-10 Beckley, WV 25801
44 6814 Slide Road Lubbock, TX 79424
45 8000 Research Blvd. Austin, TX 78758
46 2235 Missouri Blvd. Jefferson City, MO 65109
47 8404 N. Navarro Victoria, TX 77904
48 2112 S.W. HK Dodgen Loop #112 Temple, TX 76504
49 700A Juan Tabo Blvd., NE Albuquerque, NM 87123
50 1843-A Highland Dr Jonesboro, AR 72401
51 13780 Millard Ave. Omaha, NE 68137
52 130 Sundance Parkway #200 Round Rock, TX 78681
53 4106 S College Ave. #101 Fort Collins, CO 80525
54 207-A Kingshighway Cape Girardeau, MO 63703
55 100 N. Dixieland Rd., Suite A-1 Rogers, AR 72756
56 2200 War Admiral Way, Suite 130 Lexington, KY 40509
57 401 Englewood Parkway Englewood, CO 80110
58 5855 Rogers Road San Antonio, TX 78251
59 2600 S. 48th, Suite 19 Lincoln, NE 68506
60 9515 S 71st Plaza Papillion, NE 68133
61 1900 SW Wanamaker Rd. Topeka, KS 66604
62 1315 Range Line Road Joplin, MO 64801
63 920 S Monaco Pkwy. Denver, CO 80224
64 2450 S 9th St. #400 Salina, KS 67401
65 1903 Texas Ave. South College Station, TX 77840
66 5425 S Padre Island Dr, Ste. 136B Corpus Christi, TX 78411

67 9500 Montgomery Blvd NE Albuquerque, NM 87111
68 4522 Fredericksburg #B-91 San Antonio, TX 78201
69 7012 NW Expressway Oklahoma City, OK 73132
70 9350 Eagle Ranch NW Albuquerque, NM 87114
71 1015 NE Rice Road Lees Summit, MO 64086
72 11 W 39th St Kearney, NE 68847
73 1717 W Kearney Springfield, MO 65803
74 4642 E University Blvd Odessa, TX 79762
75 16640 W.135th Street Olathe, KS 66062
76 4411 Central Ave. Hot Springs, AR 71913
77 4654 S 14th St Abilene, TX 79605
78 2020 Cerrillos Road Santa Fe, NM 87505
79 950 W. Poplar St. Collierville, TN 38017
80 360 Creekside Way New Braunfels, TX 78130
81 5945 Ikea Way Merriam, KS 66202
82 5900 Rogers Ave. Fort Smith, AR 72903
83 2001 W. Worley #150 Columbia, MO 65203
84 4301 N. Street Nacogdoches, TX 75965
85 2701 SW Boulevard San Angelo, TX 76904
86 4715 Billingsley Midland, TX 79705
87 3001 S. 23rd Ave. Greeley, CO 80631
88 12201 W. Markham St. Little Rock, AR 72211
89 1500 E. 11th St. #500 Hutchinson, KS 67501
90 1160 Vann Drive Jackson, TN 38305
91 10955 FM 1960 Rd West Houston, TX 77070
92 10901 S Parker Road Parker, CO 80134
93 1787 Fry Road Katy, TX 77449
94 5622 Johnston St., Suite 200 Lafayette, LA 70503
95 3180 N College Ave., Suite 3 Fayetteville, AR 72703
96 3703 North Blvd. Alexandria, LA 71301
97 900A W. 15th St. Plano, TX 75075
98 7930 N Mesa St El Paso, TX 79932
99 16011 FM 529 Houston, TX 77095
100 6479 N. Prospect Gladstone, MO 64119
101 200 Blanchard Dr. West Monroe, LA 71291

102 1450 W. Independent Avenue Grand Junction, CO 81505
103 4200 Pasadena Blvd Pasadena, TX 77503
104 1991 Exeter Road Germantown, TN 38138
105 1904 Center Drive Norfolk, NE 68701
106 2566 4th Street, SW Mason City, IA 50401
107 1901 Shady Brook Dr. Columbia, TN 38401
108 24636 Commercial Drive Rosenberg, TX 77471
109 720 W New Orleans Broken Arrow, OK 74011
110 4701 FM 1960 W Houston, TX 77069
111 11552 W. 95th Street Overland Park, KS 66214
112 125 Hwy 332 West Lake Jackson, TX 77566
113 1211 North Commerce Ardmore, OK 73401
114 501 Sawdust Rd. Spring, TX 77380
115 10516 Katy Freeway Suite F Houston, TX 77043
116 4101-A IH 69 Access Rd Corpus Christi, TX 78410
117 8181 S. Quebec St, Suite B Centennial, CO 80112
118 3040 E 20th Street Farmington, NM 87402
119 286 Bitters Road San Antonio, TX 78216
120 27706 Tomball Parkway Plaza Tomball, TX 77375
121 2101 N. 14th St. Dodge City, KS 67801
122 3240 Highway 14 Lake Charles, LA 70601
123 7058 Bandera Road San Antonio, TX 78238
124 2201 NW 138th Street Oklahoma City, OK 73134
125 26060 U.S. 290 West Cypress, TX 77429
126 8715 W Loop South Houston, TX 77096
127 12680 Fountain Lake Circle Stafford, TX 77477
128 5163 Hinkleville Road Paducah, KY 42001
129 4700 US 41 South Terre Haute, IN 47802
130 933 Highway 80 East San Marcos, TX 78666
131 2102 N. Neil St. Suite 2 Champaign, IL 61820
132 1146 Hickory Point Mall Forsyth, IL 62535
133 200 S. Creasy Lane Lafayette, IN 47905
134 1322 N. Diers Ave. Grand Island, NE 68803
135 3731 University Ave Waterloo, IA 50701
136 1805 E Markland Kokomo, IN 46901

137 1401 W 41st Street Sioux Falls, SD 57105
138 2726 Carl T. Jones Dr. Huntsville, AL 35802
139 1200 Richland Dr Ste 1 Waco, TX 76710
140 1150 E. Main Carbondale, IL 62901
141 2740 Gulf Freeway South League City, TX 77573
142 212 Gable Crossing Drive Avon, IN 46123
143 8040 S U.S. Highway 31 Indianapolis, IN 46227
144 2700 E. Eldorado Pkwy #100 Little Elm, TX 75068
145 1555 B. Gause Blvd. Slidell, LA 70458
146 2217 S. Loop 288 Denton, TX 76205
147 3121 College Dr Baton Rouge, LA 70808
148 1683 ONeal Lane Suite A Baton Rouge, LA 70816
149 3500 Town Center Rd. Sherman, TX 75092
150 4262 Mall Dr Tupelo, MS 38804
151 2302 N. Galloway Mesquite, TX 75150
152 5801 Long Prairie Rd. Bldg 4 Flower Mound, TX 75028
153 4401 National Road E Richmond, IN 47374
154 1400 N. Larkin Ave. Joliet, IL 60435
155 2315 Richmond Rd. #9 Texarkana, TX 75503
156 5300-A E. Indiana St. Evansville, IN 47715
157 5325 William D. Tate Dr. Grapevine, TX 76051
158 10575 E Washington Indianapolis, IN 46229
159 1622 Florence Blvd. Florence, AL 35630
160 20325 Highway 59 N Humble, TX 77338
161 5519 Coldwater Rd Fort Wayne, IN 46825
162 5514 N Grape Rd Mishawaka, IN 46545
163 200 S. Randall Rd. Elgin, IL 60123
164 3501 E. Lincolnway Cheyenne, WY 82001
165 4610 Fredrica St Owensboro, KY 42301
166 620 SW Wilshire Blvd Burleson, TX 76028
167 840 E Rollins Rd Round Lake Beach, IL 60073
168 2121 Kimberly Rd Bettendorf, IA 52722
169 13729 Research Blvd. Ste 500 Austin, TX 78750
170 4553 Garth Rd. Baytown, TX 77521
171 303-A Beltline Place Decatur, AL 35603

172 2050 8th St. Coralville, IA 52241
173 2714 W. Thomas Street Hammond, LA 70401
174 255 W. Roosevelt Rd. Lombard, IL 60148
175 4628 S. Cooper St. Arlington, TX 76017
176 2004 South Goliad Rockwall, TX 75087
177 1055 E. Golf Road Schaumburg, IL 60173
178 2711 Crossroads Blvd. Waterloo, IA 50702
179 301 S. 29th Street Ft. Dodge, IA 50501
180 4300 Bass Pro Drive Independence , MO 64055
181 4351 South Franklin Street, Unit #2 Michigan City, IN 46360
182 2003 E. Greyhound Pass Carmel, IN 46033
183 7061 W. 159th St. Suite B Tinley Park, IL 60477
184 290 Hawthorn Village Commons Vernon Hills, IL 60061
185 1655 38th St. Peru, IL 61354
186 6250-A Northwest Hwy Crystal Lake, IL 60014
187 301 S.Veterans Parkway Normal, IL 61761
188 901 S. IH-35, Suite 101 Georgetown, TX 78626
189 6640 E. State St. Rockford, IL 61108
190 3325 S. Veterans Parkway Springfield, IL 62704
191 6235 N. Davis Highway Pensacola, FL 32504
192 2380 E. Mason Street Green Bay, WI 54302
193 346 N. Casaloma Drive Grand Chute, WI 54913
194 6549 N. Illinois St Fairview Heights, IL 62208
195 200 South Waukegan Rd Deerfield, IL 60015
196 14130 Lincoln Street Thornton, CO 80023
197 421 N. Randall Rd. Batavia, IL 60510
198 2002 E. Central Texas Expressway Killeen, TX 76541
199 17903 La Cantera Parkway San Antonio, TX 78257
200 490 East Disk Drive Rapid City, SD 57701
201 4080 Merle Hay Road Des Moines, IA 50310
202 1357 South Main Street Adrian, MI 49221
203 1217 N. Loop 336 W Conroe, TX 77301
204 52 E. Ogden Westmont, IL 60559
205 615 East Dundee Rd Palatine, IL 60074
206 1118 South Koeller Oshkosh, WI 54902

207 4220 Legacy Road Plano, TX 75024
208 7986 Highway 64 Bartlett, TN 38133
209 2782 E. 79th St. Merrillville, IN 46410
210 4525 Canal Avenue SW Grandville, MI 49418
211 1717 Old Fort Parkway Murfreesboro, TN 37129
212 7504 Hwy 72, Suite C Madison, AL 35758
213 107 Central Expressway N. Allen, TX 75013
214 3001 Hart Rd. Pueblo, CO 81008
215 4192 Buckeye Parkway Grove City, OH 43123
216 165 S. Jefferson Ave. Cookeville, TN 38501
217 9408 State Road 16 Onalaska, WI 54650
218 180 Market Square Cartersville, GA 30120
219 9560 South Mason-Montgomery Rd Mason, OH 45040
220 5103 Harvey Norton Shores, MI 49444
221 1861 Joe Battle El Paso, TX 79936
222 2700 Elida Road Lima, OH 45805
223 890 Cobb Place Blvd Kennesaw, GA 30144
224 3424 Court Street Pekin, IL 61554
225 2900 S. 25th Street Clinton, IA 52732
226 200 State Road 312 St. Augustine, FL 32086
227 2200 N. Bechtle Ave Springfield, OH 45504
228 1355 East-West Connector Suite #107 Austell, GA 30106
229 114 Pavilion Parkway Fayetteville, GA 30214
230 1200 Park Ave. West Mansfield, OH 44906
231 655 S. Atlanta Rd. Cumming, GA 30040
232 6635 N.E. Loop 820 N. Richland Hills, TX 76180
233 2911 E. 2nd St. Casper, WY 82609
234 1750 E. Madison Ave. Mankato, MN 56001
235 2708 Wilma Rudolph Blvd. Clarksville, TN 37040
236 2402 US Hwy 34 Oswego, IL 60543
237 539 Route 59 Aurora, IL 60504
238 822 Eastgate North Drive Cincinnati, OH 45245
239 185 Stuart Rd. NE Cleveland, TN 37312
240 2680 Sawmill Pl. Blvd. Columbus, OH 43235
241 6718 Gilmore Road Hamilton, OH 45011

242 1751 Scottsville Rd. Suite 10 Bowling Green, KY 42104
243 8825 S. Harlem Ave. Bridgeview, IL 60455
244 4250 28th St. S.E. Kentwood, MI 49512
245 363-A N. Weber Road Bolingbrook, IL 60490
246 4125 Highway 20 Buford, GA 30518
247 316 N. Highway 67 Cedar Hill, TX 75104
248 2103 E. Walnut Ave. Dalton, GA 30721
249 1136 Boardman Poland Road Youngstown, OH 44514
250 1513 Highway 138 SE Conyers, GA 30013
251 2425 Central Ave. Billings, MT 59102
252 555 Center Drive NW Walker, MI 49544
253 5045 Glencrossing Way Cincinnati, OH 45238
254 620 Lincoln Way Suite A Ames, IA 50010
255 4501 Southern Hills Dr. Sioux City, IA 51106
256 2115 W. Southlake Blvd. Southlake, TX 76092
257 1800 S. Main St. West Bend, WI 53095
258 1160 E. Army Post Rd. Des Moines, IA 50315
259 2351 W. Broadway Monona, WI 53713
260 6499 Whittlesey Blvd. Columbus, GA 31909
261 5865 Chantry Drive Columbus, OH 43232
262 875 Lawrenceville-Suwanee Rd Suite 1000, Lawrenceville, GA 30043
263 1113 Murfreesboro Rd Suite 350 Franklin, TN 37064
264 1801 W. McGalliard Road Muncie, IN 47304
265 5020 S. Hulen St. Fort Worth, TX 76132
266 1275 College Mall Road Bloomington, IN 47401
267 1950 Tiffin Avenue Findlay, OH 45840
268 2649 Pass Road Biloxi, MS 39531
269 5058 Hardy Street Hattiesburg, MS 39402
270 11711 Princeton Pike, Suite 255 Springdale, OH 45246
271 3433 North University St. Peoria, IL 61604
272 14858 Preston Road Dallas, TX 75254
273 675 Hebron Road Heath, OH 43056
274 4350 S. Scatterfield Road Anderson, IN 46013
275 2709 Dawson Road Albany, GA 31707
276 2300 McFarland Boulevard Suite 60 Northport, AL 35476

277 3347 Kohler Memorial Dr. Sheboygan, WI 53081
278 5450 B Highway 153 Hixson, TN 37343
279 3990 Dowlen Rd. Beaumont, TX 77706
280 3900 Highway 52 North Rochester, MN 55901
281 255 Lakeshore Parkway Homewood, AL 35209
282 505 Foothills Plaza Maryville, TN 37801
283 2406 South Green Bay Road Racine, WI 53406
284 5901 Atlanta Highway Montgomery, AL 36117
285 7765 Airport Blvd. Suite 401 Mobile, AL 36608
286 3925 Dodge St. Dubuque, IA 52003
287 1789B Gallatin Pike N. Madison, TN 37115
288 3701 S. Main St. #A-110 Elkhart, IN 46517
289 2530 Whiskey Road Aiken, SC 29803
290 995 North Bridge St. Chillicothe, OH 45601
291 3178 Lavon Drive Garland, TX 75040
292 2215 South 1st St. Lufkin, TX 75901
293 2209 W. Lincoln Harlingen, TX 78552
294 7932 Connector Drive Florence, KY 41042
295 2135 East Franklin Blvd Gastonia, NC 28054
296 2506 North Main St High Point, NC 27262
297 1855 Montgomery Hwy S., Ste 100 Hoover, AL 35244
298 1422 E. Dixie Drive Asheboro, NC 27203
299 8370 Agora Parkway Selma, TX 78154
300 800 W. Danforth Road Edmond, OK 73003
301 750 E. Lewis and Clark Pkwy. Clarksville, IN 47129
302 2001 Prince St. Clovis, NM 88101
303 655 Fieldstown Road Gardendale, AL 35071
304 2310 Matthews Township Parkway Matthews, NC 28105
305 8150 Ikea Blvd, Suite 30 Charlotte, NC 28262
306 12901 N.I-35 Serv. Rd, Bldg 9, #900 Austin, TX 78753
307 7600 N. 10th, Bldg. 300 McAllen, TX 78504
308 4427 13th Avenue SW Fargo, ND 58103
309 5030 W. Main St. Kalamazoo, MI 49009
310 1149 N. National Road Columbus, IN 47201
311 1215 S. Kirkwood Road Kirkwood, MO 63122

312 7500 Jefferson Blvd. Louisville, KY 40219
313 4033 Veterans Memorial Parkway St. Peters, MO 63376
314 606 Holcomb Bridge Road, Suite 140 Roswell, GA 30076
315 1317 Bridford Parkway Greensboro, NC 27407
316 108 Franklin Avenue Spartanburg, SC 29301
317 2288 Gunbarrel Road Suite 118 Chattanooga, TN 37421
318 1511 Woodruff Road Greenville, SC 29607
319 1200 Scenic Hwy, Suite A Lawrenceville, GA 30045
320 2656 Atlanta Highway Athens, GA 30606
321 2357 David H. McLeod Blvd. Florence, SC 29501
322 1201 Doug Baker Blvd. Birmingham, AL 35242
323 2305 Augusta Road West Columbia, SC 29169
324 4501 N. Main St. Roswell, NM 88201
325 433 Diederich Blvd. Ashland, KY 41101
326 1810 N. Turner St. Hobbs, NM 88240
327 1905 North Eastman Road Kingsport, TN 37660
328 6007 Wade Hampton Blvd. Taylors, SC 29687
329 4105 Lebanon Parkway Hermitage, TN 37076
330 2480 Supercenter Dr. NE Kannapolis, NC 28083
331 628 Tuttle Creek Blvd. Manhattan, KS 66502
332 172 Station Drive Anderson, SC 29621
333 12386 Felch St. Suite 20 Holland, MI 49424
334 5329 Monroe St. Toledo, OH 43623
335 2480 Tittabawassee Road Saginaw, MI 48604
336 2740 State Street Bismarck, ND 58503
337 5805 State Bridge Rd, Ste 100 Duluth, GA 30097
338 1825 Rockbridge Rd. Suite 9A Stone Mountain, GA 30087
339 820 W. 23rd St. Panama City, FL 32405
340 1750 E. 70th St. Shreveport, LA 71105
341 3800 Stonegate Drive Medina, OH 44256
342 5422 Forest Dr. Suite 110 Columbia, SC 29206
343 6580 Clinton Highway Knoxville, TN 37912
344 3351 Agency Street Burlington, IA 52601
345 910 Great East Plaza Niles, OH 44446
346 8361 Springboro Pike Miamisburg, OH 45342

347 1748 B Skibo Road Fayetteville, NC 28303
348 200 Ridge Way Flowood, MS 39232
349 135 Collins Drive Suite A Danville, VA 24540
350 7014 Green Bay Road, Suite A Kenosha, WI 53142
351 507 Crockett Trace Dr. Morristown, TN 37813
352 6900 U.S.Highway 90 Daphne, AL 36526
353 1000 N. St. Augustine Rd. Valdosta, GA 31601
354 11040 Parkside Drive Knoxville, TN 37934
355 6580 Lake Worth Blvd. Lake Worth, TX 76135
356 1428 River Valley Blvd. Lancaster, OH 43130
357 8286 Old Troy Pike Huber Heights, OH 45424
358 1140 S. 30th St. Manitowoc, WI 54220
359 14650 Manchester Road Ballwin, MO 63011
360 2775 E. Grand River Ave. East Lansing, MI 48823
361 4715 24th Ave. #100 Fort Gratiot, MI 48059
362 5801 W. Saginaw Highway Lansing, MI 48917
363 2400 SW College Road #500 Ocala, FL 34471
364 9930 Colerain Ave Cincinnati, OH 45251
365 530 E. Meighan Blvd Gadsden, AL 35903
366 2449 North Centre St. Hickory, NC 28601
367 5994 Barnes Road Colorado Springs, CO 80922
368 15324 Max Leggett Parkway, Suite 100 Jacksonville, FL 32218
369 4040 S. Lamar Blvd. Austin, TX 78704
370 11250 Old St. Augustine Rd. #50 Jacksonville, FL 32257
371 2570 Enterprise Drive Opelika, AL 36801
372 3925 Gorsky Drive Zanesville, OH 43701
373 1200 Oxford Exchange Oxford, AL 36203
374 2987 Watson Boulevard Warner Robins, GA 31093
375 1301B South Park Street Carrollton, GA 30117
376 3093 E. Main St. Russellville, AR 72802
377 1080 N. Main St. Layton, UT 84041
378 5500 Beckley Road Battle Creek, MI 49015
379 5744 Highway 6 Missouri City, TX 77459
380 10045 W. McDowell Road Avondale, AZ 85392
381 280 McMahan Blvd. Marion, OH 43302

382 1901 22nd Ave. S.W. Minot, ND 58701
383 1526 Meeting Blvd. Rock Hill, SC 29730
384 11681 S. Parkway Plaza Dr. South Jordan, UT 84095
385 1779 MLK, Jr. Blvd. Suite #100 Houma, LA 70360
386 23128 US 281 North San Antonio, TX 78258
387 2808 Business Center Drive Pearland, TX 77584
388 3101 Texas Sage Trail Ft. Worth, TX 76177
389 320 E. Brannon Road Nicholasville, KY 40356
390 5288 Preston Road Frisco, TX 75034
391 1575 N. Main St. Logan, UT 84341
392 3512 Metro Drive Council Bluffs, IA 51501
393 1835 S. Greenfield Road Mesa, AZ 85206
394 3023 Milton Ave. Suite 111 Janesville, WI 53545
395 6101 Calhoun Memorial Hwy, Ste Q Easley, SC 29640
396 1658 Town Square SW Cullman, AL 35055
397 255 Henry Boulevard Statesboro, GA 30458
398 968 Breckenridge Lane Louisville, KY 40207
399 1080-D S. Main St. Bowling Green, OH 43402
400 6811 S. Fry Road Katy, TX 77494
401 855 Eastern Bypass Richmond, KY 40475
402 1501 E. Whitestone Bldg D Cedar Park, TX 78613
403 3192 S. Linden Rd. Suite A102 Flint, MI 48507
404 2090 George Urban Blvd. Depew, NY 14043
405 4332 Kent Road Stow, OH 44224
406 1260 N. Kinzie Ave. Bradley, IL 60915
407 900 Holt Road Webster, NY 14580
408 30 Arnold Mall Arnold, MO 63010
409 10656 E. Southern Ave. Mesa, AZ 85209
410 17303 Evans Street Omaha, NE 68116
411 14286 Beach Blvd. Unit 1 Jacksonville Beach, FL 32250
412 3001 Chapel Hill Rd Douglasville, GA 30135
413 3884 State Route 31 Liverpool, NY 13090
414 2450 Monarch Drive, Suite 101 Laredo, TX 78045
415 4715-A Ashford Dunwoody Rd. Dunwoody, GA 30338
416 3219 Watermill Drive Burlington, NC 27215

417 42643 Ford Road Canton, MI 48187
418 3516 Lamar Ave. Paris, TX 75460
419 44725 Schoenherr Road Sterling Heights, MI 48313
420 10019 Fremont Pike Perrysburg, OH 43551
421 997 Bullsboro Drive Newnan, GA 30265
422 830 County Route 64, Suite 4 Elmira, NY 14903
423 1695 Lincoln Way East Chambersburg, PA 17202
424 1 Mall Road Barboursville, WV 25504
425 7000 W. Alameda Avenue, Unit H Lakewood, CO 80226
426 4710 E. Ray Road Phoenix, AZ 85044
427 5634 E. State Route 69 Prescott Valley, AZ 86314
428 1895 South Road Poughkeepsie, NY 12601
429 205 South Point Boulevard McDonough, GA 30253
430 4643 E. Cactus Rd, Suite #1 Phoenix, AZ 85032
431 1571 Cotton Exchange Prattville, AL 36066
432 3750 Easton Nazareth Highway Easton, PA 18045
433 3547 N. Eagle Road Meridian, ID 83646
434 7645 W. Bell Road Peoria, AZ 85382
435 230 Robert C. Daniel Parkway Augusta, GA 30909
436 23865 Eureka Road Taylor, MI 48180
437 2650 S. Service Road Moore, OK 73160
438 2728 E. Colonial Drive Orlando, FL 32803
439 2215 Lebanon Valley Mall Lebanon, PA 17042
440 9347 South Quarry Bend Drive Sandy, UT 84094
441 625 N. Stephanie Street Henderson, NV 89014
442 4095 S. Gilbert, Suite 106 Gilbert, AZ 85297
443 2153 N. Telegraph Road Monroe, MI 48162
444 6115 Pinnacle Parkway Covington, LA 70433
445 9031 Snowden Square Drive Columbia, MD 21046
446 8210 Macedonia Commons Blvd, Suite #42 Macedonia, OH 44056
447 7201 Shoppes Drive, #101 Viera, FL 32940
448 360 West University Parkway Orem, UT 84058
449 3737 West Market Street, Unit T Fairlawn, OH 44333
450 1425 W. Main Street Gaylord, MI 49735
451 13902 E. Indiana Spokane Valley, WA 99216

452 2455 W. International Speedway Blvd., St Daytona Beach, FL 32114
453 3333 Corridor Marketplace Laurel, MD 20724
454 4605 Commercial Drive New Hartford, NY 13413
455 8615 Little Road New Port Richey, FL 34654
456 1360 Carl D. Silver Parkway Fredericksburg, VA 22401
457 7011 W. Canal Drive, Suite A Kennewick, WA 99336
458 3231 S. Mooney Blvd. Visalia, CA 93277
459 11280 West Broad Street Glen Allen, VA 23060
460 2500 Sycamore Road DeKalb, IL 60115
461 803 Pilgrim Way, Suite 100 Green Bay, WI 54304
462 3495 Ross Clark Circle, Suite 700 Dothan, AL 36303
463 240 Northwest State Street American Fork, UT 84003
464 1420 Gemini Place Columbus, OH 43240
465 1795 Kiowa Blvd Lake Havasu City, AZ 86403
466 873 New Loudon Road, Suite 3 Latham, NY 12110
467 9355 Ben C. Pratt Parkway, Bldg 4C Fort Myers, FL 33966
468 1900 Keystone Drive Erie, PA 16509
469 3483 Thomasville Road Tallahassee, FL 32309
470 3300 Expressway 83, Suite 700 McAllen, TX 78501
471 111 Wilson Avenue, Suite 3 Hanover, PA 17331
472 1525 S. Willow Street Manchester, NH 03103
473 6511 Steubenville Pike Pittsburgh, PA 15205
474 3615 South Florida Avenue, Suite 1110 Lakeland, FL 33803
475 2801 McHenry Avenue Modesto, CA 95350
476 6797 East Genesee Street Fayetteville, NY 13066
477 3255 NW Federal Highway Jensen Beach, FL 34957
478 2722 North Salisbury Boulevard, Suite 1 Salisbury, MD 21801
479 2047 South Pleasant Valley Road Winchester, VA 22601
480 9109 E. Talking Stick Way Scottsdale, AZ 85250
481 19310 60th Avenue West Lynnwood, WA 98036
482 315 Bypass 72 NW Greenwood, SC 29649
483 3456 West Chandler Boulevard Chandler, AZ 85226
484 26443 Ynez Road Temecula, CA 92591
485 10640 Foothill Blvd. Rancho Cucamonga, CA 91730
486 400 Route 211 East Middletown, NY 10940

487 1400 W. Olive Avenue Merced, CA 95348
488 1560 Military Road Niagara Falls, NY 14304
489 516 W. Plank Road, Suite #16 Altoona, PA 16602
490 14645 Hancock Village Street Chesterfield, VA 23832
491 1815 Douglas Blvd. Roseville, CA 95661
492 10011 Evergreen Way Everett, WA 98204
493 2000 N. Richmond Road McHenry, IL 60051
494 12550 Amargosa Road, Suite C Victorville, CA 92392
495 2835 South Hwy 27, Suite 400 Somerset, KY 42501
496 2225 N. 2nd Street Millville, NJ 08332
497 11240A Hwy 49 North Gulfport, MS 39503
498 160 Brucewood Road Southern Pines, NC 28387
499 2635 Enterprise Road Orange City, FL 32763
500 4955 S. Fort Apache Road Las Vegas, NV 89148
501 27200 Alicia Parkway Laguna Niguel, CA 92677
502 2800 Raleigh Road Pkwy West Wilson, NC 27896
503 990 Cochrane Plaza Morgan Hill, CA 95037
504 1155 W. March Lane Stockton, CA 95207
505 2165 Tea Planter Lane Mount Pleasant, SC 29466
506 760 Sutters Creek Blvd Rocky Mount, NC 27804
507 485 River Highway Mooresville, NC 28117
508 6801 Hadley Road South Plainfield, NJ 07080
509 7706 N. Division Street Spokane, WA 99208
510 4018 S. Western Avenue Marion, IN 46953
511 3908 Commerce Blvd Dickson City, PA 18519
512 7202 Edinger Avenue Huntington Beach, CA 92647
513 18559 Tamiami Trail North Port, FL 34287
514 1375 Sandy Grove Avenue Clermont, FL 34711
515 3715 Oleander Drive Wilmington, NC 28403
516 3525 Rib Mountain Drive Wausau, WI 54401
517 801 E. Bell Road Phoenix, AZ 85022
518 945 Bald Hill Road Warwick, RI 02886
519 1580 Wesel Blvd; Suite C Hagerstown, MD 21740
520 2360 S. Randall Road Algonquin, IL 60102
521 35020 Enchanted Parkway S Federal Way, WA 98003

522 1870 Arden Way Sacramento, CA 95815
523 420 South Mountain Ave Upland, CA 91786
524 1734 Mall Drive Duluth, MN 55811
525 5555 E Broadway Blvd, Suite 131 Tucson, AZ 85711
526 68 Frontage Road East Haven , CT 06512
527 50 Holyoke Street Holyoke, MA 01040
528 10 Grant Road East Wenatchee, WA 98802
529 8195 S. Tamiami Trail Sarasota, FL 34231
530 5167 Highway 70 W, Suite 90 Morehead City, NC 28557
531 4490 Cortez Road West Bradenton, FL 34210
532 210 Porters Vale Blvd Valparaiso, IN 46383
533 9149 E. Stockton Blvd Elk Grove, CA 95624
534 120 US Hwy 9 Englishtown, NJ 07726
535 4120 10th Street Drive Moline, IL 61265
536 6295 S. Westnedge Ave Portage, MI 49002
537 6743 Transit Road Buffalo, NY 14221
538 489 Stillwater Avenue Bangor, ME 04401
539 744 S. Meadow Street, Suite #400 Ithaca, NY 14850
540 16880 US Highway 441 Mount Dora, FL 32757
541 1425 Tuskawilla Rd, Suite 111 Winter Springs, FL 32708
542 5849 Lone Tree Way Antioch, CA 94531
543 7150 Hamilton Blvd, Suite #270 Trexlertown, PA 18087
544 3181 32nd Ave S Grand Forks, ND 58201
545 3701 McKinley Parkway, Unit #1240 Blasdell, NY 14219
546 657 North Hwy 90 Sierra Vista, AZ 85635
547 26732 Portola Parkway Lake Forest, CA 92610
548 1000 Immokalee Road, Suite 30 Naples, FL 34110
549 1962 N. Columbia Street Milledgeville, GA 31061
550 545 Noble Creek Drive Noblesville, IN 46060
551 8100 Santa Ana Canyon Road Anaheim Hills, CA 92808
552 2325 S. Stemmons Freeway, #400B Lewisville, TX 75067
553 240 Fort Evans Road NE Leesburg, VA 20176
554 3009 Hwy 30 West, Suite 300 Huntsville, TX 77340
555 3360 Brunswick Pike Lawrenceville, NJ 08648
556 4450 California Avenue Bakersfield, CA 93309

557 261 Mercer Mall Road, Suite #685 Bluefield, WV 24701
558 102 E. College Way Mt. Vernon, WA 98273
559 13899 S.W. 88th St Miami, FL 33186
560 1160 W. Sunset Drive, Suite 104 Waukesha, WI 53189
561 241 S. Main Street Rutland, VT 05701
562 10258 Two Notch Road Columbia, SC 29229
563 9895 Hudson Road Woodbury, MN 55125
564 1280 Willow Pass Rd Concord, CA 94520
565 5019 Riverside Drive Macon, GA 31210
566 165 Highland Ave Seekonk, MA 02771
567 7325 Gall Blvd Zephyrhills, FL 33541
568 1901 S. University Drive Davie, FL 33324
569 5401 100th Street SW, Suite #100 Lakewood, WA 98499
570 160 S. Gary Avenue Bloomingdale, IL 60108
571 7050 Amador Plaza Road Dublin, CA 94568
572 2770 Highway 365, Suite A Port Arthur, TX 77640
573 150 W. FM 544 Murphy, TX 75094
574 820 State Route 9 Queensbury, NY 12804
575 2203 South 1st Street Yakima, WA 98903
576 1871 14th Avenue SE Albany, OR 97322
577 200 Hidden Valley Pkwy, Suite B Norco, CA 92860
578 1404 Old Aberdeen Road, Suite 41 Columbus, MS 39705
579 1801 North Wayne Street Angola, IN 46703
580 2400 East Semoran Blvd Apopka, FL 32703
581 1236 US Highway 22 Phillipsburg, NJ 08865
582 3505 Pemberton Square Blvd Vicksburg, MS 39180
583 5685 S. Virginia Street Reno, NV 89502
584 641 N. Victory Blvd Burbank, CA 91502
585 725 US Highway 62 East Mountain Home, AR 72653
586 715 N. Westwood Blvd Poplar Bluff, MO 63901
587 3000 White Bear Ave, Suite 14 Maplewood, MN 55109
588 4107 Broadway St. Mount Vernon, IL 62864
589 3012 South Horner Blvd. Sanford, NC 27332
590 4215 Jimmy Lee Smith Pkwy Suite 25 Hiram, GA 30141
591 1305 Spring Street Petoskey, MI 49770

592 7370 Woodward Ave Woodridge, IL 60517
593 2200 W. Florida Avenue, Suite 600 Hemet, CA 92545
594 3300 Vine Street, Suite 30 Hays, KS 67601
595 2753 E. Eastland Ctr Dr, Ste 2100 West Covina, CA 91791
596 5151 Citrus Boulevard, Suite C Harahan, LA 70123
597 4578 US Highway 9 Howell, NJ 07731
598 4279 Lien Road Madison, WI 53704
599 6803 S. 27th Street Franklin, WI 53132
600 1622 Garth Brooks Blvd Yukon, OK 73099
601 11977 St. Charles Rock Road, Suite 120 Bridgeton, MO 63044
602 1430 US Highway 17 North North Myrtle Beach, SC 29582
603 1235 Farmington Ave, Suite 100 Bristol, CT 06010
604 680 Highway 78 East Jasper, AL 35501
605 1450 Lareu Road Garden City, KS 67846
606 2301 North Rose Avenue Oxnard, CA 93036
607 6111 West Newberry Rd, Suite B Gainesville, FL 32605
608 3165 S. McKenzie Street Foley, AL 36535
609 16885 N. Marketplace Blvd Nampa, ID 83687
610 3555 W. Hillsboro Blvd. Deerfield Beach, FL 33442
611 261 Indian Lake Blvd, Ste 200 Hendersonville, TN 37075
612 11140 Abercorn Street Savannah, GA 31419
613 12950 Cortez Blvd Brooksville, FL 34613
614 120 Justice Way Unit 180 Pikeville, KY 41501
615 465 US Highway 46, Suite 2 Totowa, NJ 07512
616 192 Shorter Ave Northwest Rome, GA 30165
617 21759 State Road 7 Boca Raton, FL 33428
618 1777 Boston Post Road Milford , CT 06460
619 180 Collins Road NE, Suite D Cedar Rapids, IA 52402
620 80 Old Mill Blvd Washington, PA 15301
621 N95 W18281 County Line Rd Menomonee Falls, WI 53051
622 2858 Virginia Beach Blvd Virginia Beach, VA 23452
623 3130 S. 23rd Street Tacoma, WA 98405
624 241 Buckland Street Manchester, CT 06042
625 13200 Aurora Avenue North Seattle, WA 98133
626 9150 Wiles Road Coral Springs, FL 33067

627 78-850 Highway 111 La Quinta, CA 92253
628 1350 Western Blvd. Jacksonville, NC 28546
629 570 Lafayette Road, Unit 601 Seabrook, NH 03874
630 125 Parkway Drive Fort Oglethorpe, GA 30742
631 344 Thornton Drive Dickson, TN 37055
632 65 Mt. Auburn Ave Auburn, ME 04210
633 1509 Ring Road Elizabethtown, KY 42701
634 141 North Pointe Blvd Statesville, NC 28625
635 4838 Marketplace Blvd Shawnee, OK 74804
636 4236 US Highway 98 North Lakeland, FL 33809
637 3188 North Hwy 97, Suite 119 Bend, OR 97701
638 3775 Oxford Station Way Winston Salem, NC 27103
639 2302 Frontage Road, Suite #26 Scottsbluff, NE 69361
640 6801 Dixie Hwy, Suite 1 Louisville, KY 40258
641 711 Centerview Blvd Kissimmee, FL 34741
642 1424 N. Expressway Griffin, GA 30223
643 2545 Memorial Drive Waycross, GA 31503
644 901 11th Street SW, Suite #4 Spencer, IA 51301
645 43075 Crescent Blvd Novi, MI 48375
646 27651 San Bernardino Ave, Suite E Redlands, CA 92374
647 2424 6th Avenue SE Aberdeen, SD 57401
648 13401 Shelbyville Rd, Suite 121 Louisville, KY 40223
649 1750 West Lacey Blvd Hanford, CA 93230
650 1975 E. 17th Street Santa Ana, CA 92705
651 2172 33rd Avenue Columbus, NE 68601
652 2424 Manhattan Boulevard Harvey, LA 70058
653 50700 Gratiot Avenue Chesterfield, MI 48051
654 6361 North Decatur Blvd Las Vegas, NV 89130
655 310 Walmart Drive Uniontown, PA 15401
656 1401 Paul Bunyan Dr NW Bemidji, MN 56601
657 5115 Goodman Road Olive Branch, MS 38654
658 8810 Grossmont Blvd La Mesa, CA 91942
659 2760 Gateway Street Springfield, OR 97477
660 2500 S. Center Street Marshalltown, IA 50158
661 3603 South 25th E Ammon, ID 83406

662 4141 Martin Way East Olympia, WA 98516
663 875 Harbor Blvd Destin, FL 32541
664 1074 S. Castle Dome Ave Yuma, AZ 85365
665 111 Northtown Drive NE Blaine, MN 55434
666 1310 Tingle Circle East, Ste G Mobile, AL 36606
667 1851 US Highway 82 West Tifton, GA 31793
668 779 Highway 71 West Bastrop, TX 78602
669 1712 N. Rock Road Derby, KS 67037
670 1051 George Dement Blvd Bossier City, LA 71111
671 16401 County Road 30 Maple Grove, MN 55311
672 125 Tingle Drive, Suite 400 Salisbury, NC 28146
673 301 W. Eugene Ave North Platte, NE 69101
674 611 Cross Keys Rd Sicklerville, NJ 08081
675 3850 Conlon Way, Unit W Elizabeth City, NC 27909
676 4625 Chino Hills Pkwy Chino Hills, CA 91709
677 780 Leonard Ave, Suite K Albemarle, NC 28001
678 2150 S. Loop 256 Palestine, TX 75801
679 2251 N. Rainbow Blvd Las Vegas, NV 89108
680 1201 N. US Hwy 77 Waxahachie, TX 75165
681 553 Grand Avenue San Marcos, CA 92078
682 1720 Veterans Blvd McComb, MS 39648
683 1835 E. Market Street Harrisonburg, VA 22801
684 2800 Pioneer Avenue Rice Lake, WI 54868
685 18200 W Bluemound Road, Suite 2 Brookfield, WI 53045
686 2600 American Blvd West Bloomington, MN 55431
687 2013 Cromwell Dixon Lane Helena, MT 59602
688 1146 Dawsonville Highway NW Gainesville, GA 30501
689 713 Winfield Dunn Pkwy, Suite #6 Sevierville, TN 37876
690 1640 Highway K O'Fallon, MO 63366
691 1440 N. Alafaya Trail Orlando, FL 32828
692 429 US Highway 1 South Iselin, NJ 08830
693 7646 Dodge Street Omaha, NE 68114
695 2900 S. Danville By-Pass Suite B Danville, KY 40422
697 520 E. Markey Parkway Belton, MO 64012
698 4125 W. Broadway Blvd Sedalia, MO 65301

699 1995 W. 49th Street Hialeah, FL 33012
701 4162 Elm Park Drive St. Louis, MO 63128
702 2166 Lincoln Street Rhinelander, WI 54501
703 3432 South Memorial Dr Greenville, NC 27834
704 2440 N. Fairfield Rd Beavercreek, OH 45431
705 3968 Bray Road Farmington, MO 63640
706 111 W. Lincoln Hwy Exton, PA 19341
707 7360 US Hwy 431, Suite #2 Albertville, AL 35950
708 1500 Almonesson Road Deptford, NJ 08096
712 375 2nd Street South Waite Park, MN 56387
713 7800 Rivers Ave, Suite #1900 North Charleston, SC 29406
719 2401 Fairview Ave Roseville, MN 55113
721 120 Marketplace Blvd, Unit 3 Rochester, NH 03867
722 9521 Viscount Blvd El Paso, TX 79925
723 419 Airport Road Arden, NC 28704
725 1730 East Dixon Blvd Shelby, NC 28152
734 6200 Capital Blvd Raleigh, NC 27616

APPENDIX B

EMPLOYEE CONDUCT POLICY

8. Using language that is considered threatening, intimidating, coercive, abusive, profane, or inappropriate.
9. Verbal or physical conduct in violation of the Company's Policy Against Inappropriate Conduct.
13. Use of personal cellular phones (except in an emergency or with permission of the employee's supervisor), recording equipment, or other personal electronic devices (e.g., iPod, MP3 player, etc.) while on duty.
14. Interfering with work performance of fellow employees, or creating an atmosphere that hinders or interferes with Company operations.
16. Use of the Company's material, time or equipment for unauthorized purposes.
19. Engaging in other conduct that is inconsistent with any of the Company's policies, procedures, practices, or rules.

POLICY AGAINST INAPPROPRIATE CONDUCT

"Inappropriate Conduct" means comments or actions that are inappropriate for the workplace, disrupt and/or interfere with work performance, or negatively or stereotypically relate to an employee's race, color, religion, gender, pregnancy, national origin, age, disability, Veteran's status, or other characteristics protected by law.

REPORTING INAPPROPRIATE CONDUCT

If an employee feels that he/she has been subjected to Inappropriate Conduct in violation of the Company's Policy Against Inappropriate Conduct, he/she must immediately report the conduct to his/her supervisor,

CONFIDENTIALITY POLICY

The following is intended as a guide to the types of confidential information and material:

- Confidential data about employees, including employee pay rates and performance evaluations; and
- Any information that if disclosed, could adversely affect the Company's business.

BULLETIN BOARDS POLICY

Any posting that contains information that is inappropriate, disruptive, or in violation of Company policy will be removed.

SOLICITATIONS AND DISTRIBUTIONS OF LITERATURE POLICY

In the interest of maintaining a proper business environment and preventing interference with work and any inconvenience to others, employees may not distribute literature or printed materials of any kind, sell merchandise, solicit financial contributions, or solicit for any other cause during work time. During work time, items of this nature shall not be in the immediate physical possession or control of the employee, and must either be kept in the employee's personal locker or outside of the physical work place, (*i.e.*, an employee's automobile).

LOITERING POLICY

In the interest of maintaining a safe and efficient working environment, employees may not enter Company property more than 30 minutes before they are scheduled to clock in and/or report to work. Further, employees may not remain on Company property more than 30 minutes after clocking out and/or completing their workday.

APPEARANCE AND DRESS CODES POLICY

When an employee's appearance causes disruption in the workplace and/or the creation of an uncomfortable working environment for others, corrective, disciplinary action will result. Failure to comply with the standards in this Policy will result in disciplinary action, up to and including termination of employment.

All Retail Store Locations Dress Code

Though not all inclusive, the following list is not appropriate attire for the stores:

6. Foul, offensive, or controversial logos, language, or emblems on clothing and/or accessories.

Computer Usage

The following Policy relates to the responsible use of computers and computer service and electronic media resource at the Company:

2. Fraudulent, harassing, threatening, discriminatory, inappropriate, sexually explicit or obscene messages and/or materials are not to be transmitted, printed, requested or stored. Chain letters, solicitations and other forms of mass emails are not permitted. Email may not be used to solicit donations or support on behalf of individuals or organizations.

Email Usage

Employees are permitted to use the Company's email system only as provided below. If there is evidence that an employee is not adhering to the proper use of email, the Company reserves the right to take disciplinary action, up to and including termination of employment. Employees are prohibited from:

1. Sending or forwarding emails containing defamatory, offensive, discriminatory, inappropriate, or obscene remarks. If an employee receives an email of this nature, the employee must promptly notify his/her supervisor.
3. Sending unsolicited email messages, jokes, anecdotes, chain mail, non-work related photos or mass email.

Cell Phone or Smart Phone Usage

All Company issued cell phones are subject to the same provisions within this Policy for computer, email, telephone, internet, and voicemail usage.

Voicemail Usage

Any activity that could damage the Company's reputation or potentially put employees and the Company at risk for legal proceedings by any party is prohibited.

Technology Policy

5. Creating, transmitting, printing, or storing any information containing defamatory, unlawful, offensive, harassing, threatening, discriminatory, inappropriate, or obscene content, or that otherwise violates Company policy if an employee receives information of this nature, the employee must promptly notify management);
10. Using Technology in an unauthorized way or that otherwise causes damage or loss to the Company.

(To be printed and posted on official Board notice form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT stop you from using our telecommunications network, including email, and internet, to communicate with one another about unions or terms and conditions of employment, if you are on non-working time, including breaks and before or after work shifts.

WE WILL NOT stop you from soliciting and/or distributing literature on our premises when you are off-duty and inside our buildings in non-work areas, including break rooms, the parking structure, and the cafeteria.

WE WILL NOT maintain those portions of the following rules in our Employee Handbook that could be reasonably read to stop you from engaging in the above protected rights:

- Sections 8, 9, 13, 14, 16 and 19 of EMPLOYEE CONDUCT POLICY
- POLICY AGAINST INAPPROPRIATE CONDUCT
- REPORTING INAPPROPRIATE CONDUCT
- CONFIDENTIALITY POLICY
- BULLETIN BOARDS POLICY
- SOLICITATIONS AND DISTRIBUTIONS OF LITERATURE POLICY
- LOITERING POLICY
- APPEARANCE AND DRESS CODES POLICY
- Section 6 of All Retail Store Locations Dress Code
- Section 2 of the Computer Usage Policy
- Sections 1 and 3 of the Email Usage Policy
- Cell Phone or Smart Phone Usage Policy
- Voicemail Usage Policy
- Sections 5 and 10 of the Technology Policy

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL supply you with inserts for the current Employee Handbook that (1) advise you that the above rules have been rescinded pursuant to a settlement with the National Labor Relations Board and (2) provide the language of lawful rules, noting that the above discussed rules have been changed pursuant to a settlement agreement with the National Labor Relations Board; **OR WE WILL** publish and distribute revised handbooks which inform employees that the revised handbooks are being

issued pursuant to a settlement agreement with the National Labor Relations Board and (1) do not contain the above discussed rules and (2) provide the language of lawful rules.

WE HAVE rescinded the language of “while on duty” in Section 13 of our employee conduct policy.

WE HAVE rescinded the language of “employee pay rates and performance evaluations” in our Confidentiality policy.

Hobby Lobby Stores, Inc.

(Employer)

Dated: _____

By: _____

(Representative)

(Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-866-667-NLRB (1-866-667-6572). Hearing impaired persons may contact the Agency's TTY service at 1-866-315-NLRB. You may also obtain information from the Board's website: www.nlr.gov.

901 Market Street, Suite 400
San Francisco, CA 94103-1738

Telephone: (415)356-5130
Hours of Operation: 8:30 a.m. to 5 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.



NOTICE TO EMPLOYEES



**POSTED PURSUANT TO A SETTLEMENT AGREEMENT
APPROVED BY A REGIONAL DIRECTOR OF THE
NATIONAL LABOR RELATIONS BOARD
AN AGENCY OF THE UNITED STATES GOVERNMENT**

Cases: 20-CA-154286 and 20-CA-160237

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT stop you from using our telecommunications network, including email, and internet, to communicate with one another about unions or terms and conditions of employment, if you are on non-working time, including breaks and before or after work shifts.

WE WILL NOT stop you from soliciting and/or distributing literature on our premises when you are off-duty and inside our buildings in non-work areas, including break rooms, the parking structure, and the cafeteria.

WE WILL NOT maintain those portions of the following rules in our Employee Handbook that could be reasonably read to stop you from engaging in the above protected rights:

- Sections 8, 9, 13, 14, 16 and 19 of EMPLOYEE CONDUCT POLICY
- POLICY AGAINST INAPPROPRIATE CONDUCT
- REPORTING INAPPROPRIATE CONDUCT
- CONFIDENTIALITY POLICY
- BULLETIN BOARDS POLICY
- SOLICITATIONS AND DISTRIBUTIONS OF LITERATURE POLICY
- LOITERING POLICY
- APPEARANCE AND DRESS CODES POLICY
- Section 6 of All Retail Store Locations Dress Code
- Section 2 of the Computer Usage Policy
- Sections 1 and 3 of the Email Usage Policy
- Cell Phone or Smart Phone Usage Policy
- Voicemail Usage Policy
- Sections 5 and 10 of the Technology Policy

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL supply you with inserts for the current Employee Handbook that (1) advise you that the above rules have been rescinded pursuant to a settlement with the National Labor Relations Board and (2) provide the language of lawful rules, noting that the above discussed rules have been changed pursuant to a settlement agreement with the National Labor Relations Board; OR **WE WILL** publish and distribute revised handbooks which inform employees that the revised handbooks are being issued pursuant to a settlement agreement with the National Labor Relations Board and (1) do not contain the above discussed rules and (2) provide the language of lawful rules.

WE HAVE rescinded the language of "while on duty" in Section 13 of our employee conduct policy.

WE HAVE rescinded the language of "employee pay rates and performance evaluations" in our Confidentiality policy.

Hobby Lobby Stores, Inc.

(Employer)

Date: _____

By: _____
Title: _____

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and union. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to an agent with the Board's Regional Office set below. You may also obtain information from the Board's Website: www.nlr.gov.

901 Market Street, Suite 400
San Francisco, CA 94103

Telephone: (415) 356-5130

Hours of Operation: 8:30 a.m. to 5:00 p.m.

Si quiere, se puede hablar en español con un agente de la Junta Nacional de Relaciones del Trabajo en confianza. La página electrónica de red de la Junta Nacional de Relaciones del Trabajo también tiene información en español: www.nlr.gov.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Board's Office, National Labor Relations Board, Region 20, 901 Market Street, Suite 400, San Francisco, CA 94103, Telephone Number 415/356-5183.

CERTIFICATE OF SERVICE

I am a citizen of the United States and an employee in the County of Alameda, State of California. I am over the age of eighteen years and not a party to the within action; my business address is 1001 Marina Village Parkway, Suite 200, Alameda, California 94501.

I hereby certify that on December 19, 2016, I electronically filed the foregoing **PETITIONER, INTEVENING RESPONDENT AND INTERVENING PETITIONER COMMITTEE TO PRESERVE THE RELIGIOUS RIGHT TO ORGANIZE'S REQUEST FOR JUDICIAL NOTICE** with the United States Court of Appeal for the Ninth Circuit, by using the Court's CM/ECF system.

I certify that all participants in the case are registered CM/ECF users and that service will be accomplished by the Notice of Electronic Filing by CM/ECF system.

I certify under penalty of perjury that the above is true and correct. Executed at Alameda, California, on December 19, 2016.

/s/ Karen Kempler
Karen Kempler